Training Assessment Model (TAM)

Purpose

- **Provide leaders an overview of the TAM**

- **Facilitate development of TAM tracking mechanisms**

- **Incorporate TAM into training events**

- **Improve METL based training requirements**

References

- FORSCOM Regulation 220-3, 7 April 2000, RESERVE COMPONENT TRAINING ASSESSMENT

- FORSCOM Regulation 350-2, 27 October 1999, RESERVE COMPONENT TRAINING

- FORSCOM Regulation 350-4, 20 July 2000, ARMY RELATIONSHIPS

Outline

- TAM Objectives
- Requirements
- Parts I-V
- Narrative
- Summary
- Questions

TAM Objectives
(1 of 2)

- **Standardized comprehensive tool for Cdrs to evaluate and assess current training readiness of unit and soldiers**
- **Provide feedback for commanders to …modify plans for next training period**
- **Provide basis for Cdrs to develop and revise post mobilization training plans**
- **Provide information for Army Posture Statement**

TAM Objectives
(2 of 2)

- **Provide information for use in preparation of Unit Status report (USR)**
- **Provide a framework for training support and assessment process between AC and RC leaders**
- **Provide a means of documenting the results of Annual training evaluations**

Concept

- **The TAM is a unit training management tool**
- **Living document**
- **Focus is to assess a unit's readiness and pre-mobilization goals**
- **The TAM assess a unit's training at the pre-mobilization level**
- **Generally, a company level document**

Requirements
(1 0f 2)

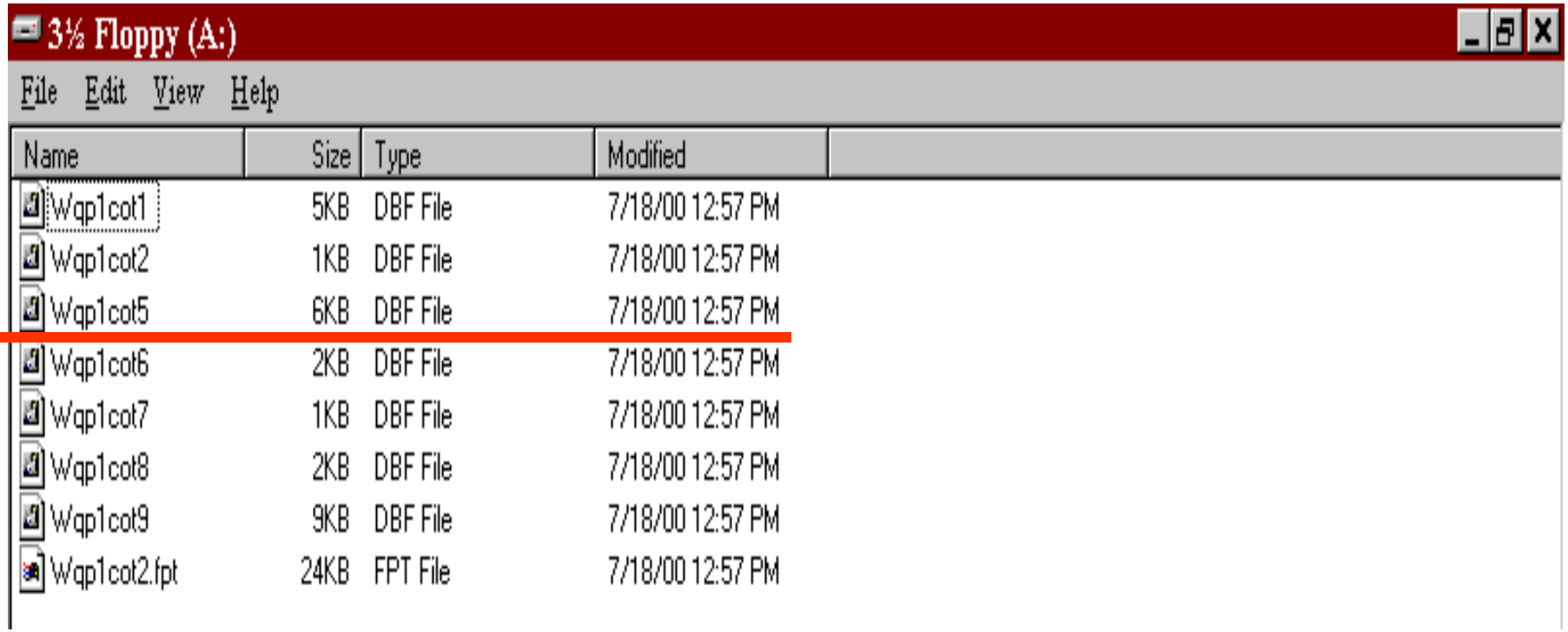
- **The TAM is maintained for each separate company and detachment**
- **The TAM contains a listing of METL and supporting collective tasks for company and separate detachment size units**
- **The Battalion TAM is an internal management document and not intended for external evaluation**

Requirements
(2 0f 2)

- **The commander updates the *TAM quarterly during USR preparation, prior to arriving at the AT site, and after the completion of AT***

- **The updated TAM is used for refining the upcoming Yearly Training Plan**

Disk Check


3½ Floppy (A:)
File Edit View Help
Name Size Type Modified
Wqp1cot1 5KB DBF File 7/18/00 12:57 PM
Wqp1cot2 1KB DBF File 7/18/00 12:57 PM
Wqp1cot5 6KB DBF File 7/18/00 12:57 PM
Wqp1cot6 2KB DBF File 7/18/00 12:57 PM
Wqp1cot7 1KB DBF File 7/18/00 12:57 PM
Wqp1cot8 2KB DBF File 7/18/00 12:57 PM
Wqp1cot9 9KB DBF File 7/18/00 12:57 PM
Wqp1cot2.fpt 24KB FPT File 7/18/00 12:57 PM

Explorer List Details
5 DBF must equal 6KB

Part I- Administrative Data

- Unit information
- Wartime Mission guidance received
- Personnel Status
- Constructive/ Non-constructive credit
- Officer Education
- Enlisted Education
- DMOSQ Training

RESERVE FORCES (ARNG AND USAR) TRAINING ASSESSMENT MODEL (TAM)

(FORSCOM REG 220-3; RSC Exempt: AR 335-15, para 5-2q)

DATE (MM/DD/YYYY)	TRAINING YEAR
07/31/1999	1999

PART I ADMINISTRATIVE DATA

a. UIC	b. COMPONENT	c. COMMAND	d. STATUS
WZZZAO	2	SC	3

e. UNIT DESIGNATION	f. UNIT ADDRESS
A/1-234 AR BN	1234 MAIN STREET ANYWHEREVILLE SC 12345-6789

g. UNIT TELEPHONE		h. TRNG SUPPORT BDE	i. SRC	j. POWER PROJECTION/ SUPPORT PLATFORM
(CIVILIAN) (123) 456-7890	(DSN) 000-0000	25	17375LNG06	HKUZ

k. LAST MOBEX	l. AC ASSOCIATED UNIT DESIGNATION/UIC	m. NEXT HIGHER HEADQUARTERS DESIGNATION/UIC
031999	24TH INF DIV WAG9AA	1ST BN 234 AR WZZZAA

n. WARTIME MISSION GUIDANCE		o. MISSION ESSENTIAL TASK LIST	
RECEIVED [X] YES [ ] NO	ADEQUATE [X] YES [ ] NO	PREPARED [X] YES [ ] NO	APPROVED [X] YES [ ] NO

p. ANNUAL TRAINING	FROM	TO	SITE	LEVEL
CURRENT YEAR	07/31/1999	08/14/1999	FT STEWART GA	C
PROJECT NEXT YEAR	07/09/2000	07/31/2000	FT IRWIN CA	D

q. DATE LAST COMPLIANCE EVALUATION	COMPLIANCE (1)	(2)	(3)	(4)	(5)
031998	G	G	G	G	G

2. Strength	a. REQD	b. AUTH	c. ASGD	d. AVAIL	e. Turnover Quarterly	e. Turnover Annual	f. Present for duty AT	f. Present for duty CC	g. Non CC
OFFICERS	5	5	2	2	2	3	2		
WARRANTS									
ENLISTED	58	69	67	57	2	6	47	6	14
TOTAL	63	74	69	59	4	9	49	6	14

3. OFFICER EDUCATION

GRADE	a. AUTH	b. ASGD	c. DMOSQ		d. AOC	e. OBC		f. OAC		g. CAS3		h. CGSC		i. WOAC	j. MWOC
			USR	UMR		COMP	PROG	COMP	PROG	COMP	PROG	50%	100%		
05	6	6	4	4									4		
04	12	12	11	10	1							1	2		
03	21	19	12	12				13	2	1	2				
02	9	5	4	4		4									
01		6	3	3	1	3	1								
CW3/4/5	2	1	1	1										1	
W1/2	3	3	3	3										3	

4. ENLISTED EDUCATION — UIC: WPSYAA

GRADE	a. AUTH	b. ASGD	c. DMOSQ USR	c. DMOSQ UMR	d. MOS	e. MDT	f. PLDC COMP	f. PLDC PROG	g. BNCOC Phase I	g. BNCOC Phase II	h. ANCOC Phase I	h. ANCOC Phase II	I. SMI
E9	3	3	3	3									
E8	8	6	5	4									
E7	14	13	13	11							13	12 / 1	
E6	27	27	25	22	1				24	21 / 1	3	3	
E5	44	44	35	40			33		11	8 / 2			
E4	80	77	58	57	7		9						
E1-3	56	65	38	34	1	25							

5. NUMBER IN OR AWAITING BSS

6. NUMBER IN OR AWAITING ITC

7. NUMBER IN OR AWAITING CMC CERTIFICATION

8. DMOSQ TRAINING 27 %

9. COMMANDER HAS PLAN LEADING TO QUAL OF ALL NON-DMOSQ SOLDIERS? [X] YES [ ]

Part II- Training Summary

- Weapons qualifications
- Training Deterrents
- Battle Rosters
- APFT status
- CTT status
- Maintenance status (services)
- Pre-mobilization training goals

PART II TRAINING SUMMARY

1. INDIVIDUAL WEAPONS QUAL (No personnel qual last 12 mo) | 145 | [redacted]

2. CREW SERVED WEAPONS QUAL

a. Type Weapon System	b. No Crews Required	c. No Crews Authorized	d. No Crews Assigned	e. Crew Turb 12 Months	f. No Qual 12 Months	g. % Qual 12 Months	h. Crew Simulation Hours	h. Crew Simulation System	i. Training Detergents
TANK				/		0			/
BFV						0			/
TOW/ITV/FISTV						0			/
HOW						0			/
MSL/MRS						0			/
AD						0			/
ACFE						0			/
MG	20	20	16			0			Y / G
MORTAR						0			/
OTHER	15	15	15			0			Y / G

3. ARE BATTLE ROSTERS USED TO MANAGE CREW TURBULENCE? YES [X] NO [ ]

3. ARMY PHYSICAL FITNESS TEST (APFT)	ELIGIBLE	TESTED	PASSED
	234	139	119

4. COMMON TASK TESTING	a. SL1 P	b. SL2 P	c. SL3 P	d. SL4 U	e. OVERALL U

5. MAINTENANCE

a. QUARTERLY SERVICES PERFORMED	/	b. SEMI-ANNUAL SERVICES LAST 6 MO	/
c. ANNUAL MAINT SERVICES PERFORMED WITHIN LAST 12 MONTHS	/	d. SERVICES DONE BY MAINTENANCE SECTION	/

PACING ITEMS ONLY

6. PRE-MOBILIZATION TRAINING GOALS (PRE-MOB GOALS HAVE BEEN AGREED UPON BETWEEN THE ARCP COMMANDERS AND YTP APPROVAL AUTHORITY

RC UNIT COMMANDER'S SIGNATURE	DATE	YTP APPROVAL AUTHORITY SIGNATURE	DATE
UNIT CDR SIGNS			

Part III- Evaluator Assessment

- **Planning Adequacy**
- **Title XI Responsibilities**
- **Training Focus**
- **Functional Areas**
- **Mobilization Planning**

4.	ENLISTED EDUCATION	UIC: WZZZAO

1. PLANNING ADEQUACY IF NO, address in narrative comments	PREPARED		APPROVED		BATTLE FOCUSED		MEETS PRE-MOB GOALS		AVAIL FOR EVALUATOR	
	YES	NO	YES	NO	YES	NO	YES	NO	YES	NO
YEARLY TRAINING PLAN	Y		Y		Y		Y		Y	
ANNUAL TRAINING PLAN	Y		Y		Y		Y		Y	
MISSION ESSENTIAL TASK LIST	Y		Y		Y		Y		Y	
STAFF MET.	Y		Y		Y		Y		Y	
AT TRAINING SCHEDULE	Y		Y		Y		Y		Y	

2. TITLE XI RESPONSIBILITIES

a. YEARLY TNG BRIEF CONDUCTED	YES	[X]	NO	[ ]	(IF NO, ADDRESS REASONS IN NARRATIVE COMMENTS)
b. USR REVIEWED BY AC ASSOC. UNIT	YES	[X]	NO	[ ]	(IF NO, ADDRESS REASONS IN NARRATIVE COMMENTS)
c. UNIT COMPATIBLE WITH AC FORCE	YES	[X]	NO	[ ]	(IF NO, ADDRESS REASONS IN NARRATIVE COMMENTS)

d. IDENTIFY MAJOR END ITEM SHORTAGES (ERC-A/ERC-P/SUBSTITUTES) IN NARRATIVE COMMENTS.

e. IDENTIFY THE TOP THREE KEY PERSONNEL SHORTAGES BY 5 DIGIT MOS AND CRITICAL POSITIONS NOT FILLED IN NARRATIVE COMMENTS.

f. IDENTIFY ANY ADDITIONAL RESOURCE SHORTFALLS THAT AFFECT THE UNIT'S ABILITY TO DO ITS WARTIME MISSION IN THE NARRATIVE COMMENTS (FACILITIES, TRAINING AREAS, FUNDS, RANGE REQUIRMENTS, TADSS, ETC). IF THE SHORTFALL IS TEMPORARY AND IS IN THE PROCESS OF BEING RECTIFIED, SO STATE AND GIVE AN ESTIMATED TIME/DATE THE SHORTFALL WILL BE CORRECTED.

2. TRAINING FOCUS — Check as many blocks as required

a. LOCATION
- [ ] FORSCOM INST
- [ ] TRADOC INST
- [ ] USARC INST
- [ ] SEMI-ACTIVE INST
- [X] STATE OWNED INST
- [ ] DEPOT
- [ ] HOME STATION
- [ ] OOT

b. TYPE TNG
- [ ] CTT
- [X] EXERCISE
- [X] MANEUVER
- [ ] LANE
- [ ] ORE (COMP. PHASE)
- [ ] GUNNERY
- [ ] SUPPORT
- [ ] TECHNICAL
- [ ] NRC

c. ENVIRONMENT
- [ ] SCHOOL
- [ ] ADMIN
- [ ] GARRISON
- [X] FIELD
- [X] TACTICAL
- [X] DAY
- [X] NIGHT
- [ ] 24 HRS

EVALUATORS

DEFINITIONS

TAM Assessment		Training Status	
S – *Sustain*	The unit can successfully perform the function.	**T** – *Trained*	The unit has successfully performed all task standards and performance measures
I – *Improve*	The unit can perform the function with some shortcomings	**P** – *Needs Practice*	The unit has successfully performed the task with some shortcomings but does not require complete retraining. The unit attained the task standard
		U – *Untrained*	The unit did not accomplish the task, so it did not attain the task standard
N – *Not Conducted*	The training was scheduled this training period; howeve the training was not conduc by the unit for whatever reason	**References:** **FORSCOM Reg 220-3**, Reserve Component Training Assessment, dated 7 Apr 00. **FM 25-101**, Battle Focused Training, dated 30 Sep 90	
O – *Not Observed*	The training was conducted the unit; however the evaluator was not present t observe the training for whatever reason.		

FUNCTIONAL AREA	EVALUATOR'S RECOMMENDATION		NO
	SUSTAIN	IMPROVE	
4. LEADERSHIP, DISCIPLINE, AND PHYSICAL CONDITIONING			
a. PHYSICAL CONDITION	S		
b. ADEQUATE LEADER SUPERVISION	S		
c. APPEARANCE	S		
d. PERSONNEL ACCOUNTABILITY		I	
e. DISCIPLINE			
5. FIELD OPERATIONS			
a. OPERATE FROM TACTICAL CONFIGURATION		I	
b. SAFETY	S		
c. FIELD CARE OF SOLDIERS	S		
d. SECURITY		I	
e. FIELD SUSTAINMENT	S		
f. NBC DEFENSE			N
6. MAINTENANCE AND LOGISTICS			
a. PMCS	S		
b. MAINTENANCE MANAGEMENT		I	
c. SUPPLY MANAGEMENT		I	
d. MAINTENANCE OPERATIONS	S		
e. SUPPLY OPERATIONS		I	
f. ACCURATE OPERATIONS READINESS MAINTENANCE		I	
g. 80% OPERATIONAL READINESS RATE	S		
7. PERSONNEL MANAGEMENT			
a. SOLDIERS MAINTENANCE		I	
b. PERSONNEL OPERATIONS		I	
8. UNIT TRAINING			
a. FULL USE OF TIME		I	
b. TRAINING TO STANDARD		I	
c. AFTER ACTION REVIEWS		I	
d. TRAINING MEETINGS		I	
e. ANNUAL TRAINING PLANS		I	
9. MOBILIZATION PLANNING			
a. CORS ASSESSMENT OF THE NUMBER OF DAYS TO ACHIEVE ASGD PRE-MOBILIZING GOAL			35
b. NUMBER OF DAYS REQUIRED TO COMPLETE TRAINING AT LEVEL ORGANIZED			70

Format For Functional Area Task Assessment

- 6. MAINTENANCE AND LOGISTICS
  - c. SUPPLY MANAGEMENT. RATING: I, N, O, or S

    Observation: General comments concerning performance of task

    Recommendation: Recommendations to improve or sustain area if applicable

Leader, Discipline And Physical Conditioning

Consider the following:

1. **Did unit leaders supervise their subordinates effective manner?**

2. **Were corrections made quickly and decisively**

3. **Was a leader always in charge of all groups?**

4. **Did leaders demonstrate technical and tactic knowledge and have the confidence to lead?**

Field Operations

1. Can the unit operate from a tactical configuration?
2. Were risk assessments completed for all operations?
3. Did the unit demonstrate proper field care of soldiers?
4. Does the unit take appropriate measures to secure the unit area?
5. Is the unit able to sustain itself in a field environment?
6. Does the unit provide defense against NBC threats?

Maintenance And Logistics

1. Do the crews perform PMCS on all vehicles and weapons?

2. Does the unit perform maintenance management IAW TAMMS?

3. Can supply personnel requisition, receive, store, and distribute all classes of supply?

4. Can the unit maintain an 80%operational readiness rate for all assigned equipment?

Personnel Management

1. Is SIDPERS updated in a timely manner?

2. Are inputs tracked and accurate?

3. Are awards processed in a timely manner?

4. Is mail distributed in a timely manner ?

5. Are personnel records updated using the correct forms and are the inputs tracked?

Unit Training

1. Does the unit maximize time available during AT?

2. Does the unit train to standard rather than to time, using hands on training techniques?

3. Are After Action Reviews conducted at the appropriate time?

4. Does the unit conduct training meetings to review the results of training and modify or coordinate future training?

Mobilization Planning

- **Unit Commanders assessment!!!**
- **Input only to commander from the evalu**
- **Evaluator enters comment in narrative a whether he agrees or disagrees**
- **Block B is total number of days (Pre-Mob Post Mob)**

Part IV- Unit Mission Essential and Supporting Collective Task List

- METL tasks
- Supporting collective tasks
- Cdr's Assessments (pre & post)
- Cdr's Determination of when to train
- Evaluator’s Assessments

Format For METL Task Assessment

- METL TASK Plan Combat Operations. # 10-458-30 ARTEP 71-3
- Supporting Task: Employ OPSEC, Task # 10-2-0022. Page 5-12. Rating: I, S, N, O
  - Observation: General comments concerning performance of task.
  - Recommendation: Recommendations for improvement or sustainment of task

PART IV - UNIT MISSION ESSENTIAL AND COLLECTIVE TASK LIST (METL)

1. DATE (MM/DD/YYYY)	2. LEVEL/SECTION	3. UIC
07/31/1999 71-1-MTP	CO	WZZZAD

4. METL/COLLECTIVE TASKS		5. COMMANDER'S ASSESSMENT T,P,U or GO/NO-GO				6. COMMANDER'S DETERMINATION OF WHEN TO TRAIN			7. EVALUATOR'S RECOMMENDATION		
						Pre-Mob		Post-Mob			
4a. M, S, B	4b. TASK #, REFERENCE, DESCRIPTION	a. METL TASKS	b. COLL OR STAFF TASKS DRILL	c. LEADER TASKS	d. SOLDIER TASKS	a. IDT RC ONLY	b. AT RC ONLY	c. AC UNITS READ PRE-DEPL	a. SUSTAIN	b. IMPROVE	c. N/O
M 1	0000 ARTEP7-94-MTP CONDUCT SUSTAINED OPERATIONS	P /	/	/	/	X					
	REMARKS HHC CO										
S	7-3-1320 ARTEP 7-94-MTP EMPLOY FIRE SUPPORT	/	P /	N /	G /			X			
	REMARKS HHC ALL										

Date last trained

PART IV - UNIT MISSION ESSENTIAL AND COLLECTIVE TASK LIST (METL)

1. DATE (MM/DD/YYYY)	2. LEVEL/SECTION	3. UIC
07/31/1999 71-1-MTP	CO	WZZZAD

4. METL/COLLECTIVE TASKS		5. COMMANDER'S ASSESSMENT T,P,U or GO/NO-GO				6. COMMANDER'S DETERMINATION OF WHEN TO TRAIN			7. EVALUATOR'S RECOMMENDATION		
						Pre-Mob		Post-Mob			
4a. M, S, B	4b. TASK #, REFERENCE, DESCRIPTION	a. METL TASKS	b. COLL OR STAFF TASK/ DRILL	c. LEADER TASKS	d. SOLDIER TASKS	a. IDT RC ONLY	b. AT RC ONLY	c. AC UNITS READ PRE-DEPL	a. SUSTAIN	b. IMPROVE	c. N/O
S	7-3-1316 ARTEP 7-94-MTP PERFORM MAINTENANCE OPERATIONS	/	P / T	N / G	G / G	X	X		S		
	REMARKS HHC ALL										
S	7-3-1308 ARTEP 7-94-MTP SUSTAIN	/	P / T	G / G	G / G	X	X			I	
	REMARKS HHC ALL AT-88 FT HOOD										

Date last trained

Part V- Authentication and Review

- “Signature Page”
- Cdr/ Evaluator/ Team Chief/ Site Chief/ Next higher HQ/ TAG/ CONUSA
- Commander’s checklist
- Evaluator’s checklist

PART V - AUTHENTICATION AND REVIEW			UIC: WZZZAO
UNIT COMMANDER'S NAME, GRADE AND TEL NO JOHN DOE O-2 ARMOR (123)456-7890	SIGNATURE	DATE 08/14/1999	COMMENTS ATTACHED [X] Yes [ ] No
EVALUATOR'S NAME GRADE BRANCH AND TEL NO GEORGE PATTON O-3 ARMOR (987)654-3210	SIGNATURE	DATE 08/14/1999	COMMENTS ATTACHED [X] Yes [ ] No
TEAM CHIEF EVALUATOR'S NAME GRADE AND TEL NO GEORGE CUSTER O-5 INFANTRY (111)222-3344	SIGNATURE	DATE 08/14/1999	COMMENTS ATTACHED [ ] Yes [X] No
SITE CHIEF EVALUATOR'S NAME GRADE AND TEL NO GEORGE WASHINGTON O-6 FA (999)123-4455	SIGNATURE	DATE 08/14/1999	COMMENTS ATTACHED [ ] Yes [X] No
NEXT HIGHER HQ NAME GRADE AND TEL NO	SIGNATURE	DATE / /	COMMENTS ATTACHED [ ] Yes [ ] No
TAG/RSC NAME GRADE AND TEL NO	SIGNATURE	DATE / /	COMMENTS ATTACHED [ ] Yes [ ] No
CONUSA, USARPAC, SOCOM NAME GRADE AND TEL NO	SIGNATURE	DATE / /	COMMENTS ATTACHED [ ] Yes [ ] No

COMMANDER'S CHECKLIST	EVALUATOR'S CHECKLIST

Tam Signatures
(1 of 2)

- **Both the Evaluator and Team Chief sign the TAM prior to the Site Chief Evaluators review and signature (before signatures are obtained from the evaluated unit)**

- **The Team Chief will obtain the Site Chief Evaluator's signature**

Tam Signatures
(2 of 2)

- **Once all signatures are obtained, the TAM will be returned to the TAM cell**

- **Evaluators are responsible for escorting the Cdr to the TAM cell to obtain the**
  - **Unit Cdr's signature (page 2 and Part V)**

- **The unit will sign for the original TAM and a disk copy from the TAM cell. The unit will also receive a memorandum on how to complete the TAM processing cycle.**

Narrative

- **Commander’s**
- **Evaluator’s**

NARRATIVE SECTION	UNIT NAME: A/1-234 AR BN	UIC: WZZZAO

CONSTRUCTIVE CREDIT LIST:

Adkinson, John H.	PV2	REP-63
Bowers, Frederick S.	PVT	REP-63
Carpenter, Bruce A.	SGT	Alt AT 14-28 Aug 99
Evans, Mark D.	SSG	Will attend ANCOC PH I
Green, Stephen L.	SPC	Alt AT 14-28 Aug 99
Smith, Roger C.	SSG	Completed BNCOC PH I 22 May - 4 Jun 99

NON-CONSTRUCTIVE CREDIT LIST:

Bentley, Malcolm H.	PVT	REP Pending Discharge
Brown, Allen R.	PVT	REP Pending Discharge
Caressia, Michael D.	SGT	Pending ETS Discharge
Echols, Theodore B	SPC	Leave From Annual Training
Foster, Andrew T.	PFC	Pending ETS Discharge
Fountain, Richard L.	SGT	Medical
Gordon, Sean R.	PVT	Unsat Participant Pending Discharge
Mason, Tommy D.	SPC	Pending ETS Discharge
Nichols, Lester N.	SPC	Pending MRDB
Oscar, Robert S.	PVT	Pending Discharge
Rogers, Quentin G.	PFC	Leave from Annual Training
Turner, Darryl T.	PFC	Pending Discharge Unsat Participant
Varney, Harry A.	SPC	Pending ETS Discharge
Williams, Wayne W.	PVT	Rep Pending Discharge

NON DMOSQ PERSONNEL:

Bell, Robert C.	PV2	Soldier will attend 19KPH I school in OCT 99
Johnson, Charlie J.	SPC	Soldier will attend 19KPH I school in OCT 99
Kilgore, David H.	PFC	Soldier will attend 63EPH II school in OCT 99
Moore, Kyle F.	PVT	Soldier pending discharge Unsat Part
Thompson, Samuel R.	SPC	Soldier pending MRDB

Qualified 7 Tank crews at Annual Training 99

PERSONNEL NOT ELIGIBLE FOR APFT:

Ammerman, Ted K.	PVT	REP Pending Discharge
Benhart, Leonard D.	PVT	REP Pending Discharge
Black, Ronald T.	SGT	Pending ETS Discharge

Recommend typing Narrative in Microsoft Word and paste into TAM

Order

NARRATIVE SECTION	UNIT NAME: A/1-234 AR BN	UIC: WZZZAO

Evaluator's Comments

Task Force 2-212 IN conducted Annual Training 1999, from 31July - 15 August 1999, at Fort Stewart, GA. Collective Tasks that supported the Task Force's Mission Essential Task List (METL) were evaluated. Company/Team lanes were conducted which included: Movement to Contact, Deliberate Attack, and Defense. Dismounted Infantry, Mortar Section, and Scout Reconnaissance and Screen STX were also conducted. All company/team lanes were fully integrated with fire support, engineer, scout, medical, and maintenance assets. Additionally smoke and GSR were integrated into specific lanes. The Task Force arrived on 31 July 1999 and deployed to the field on 1 Aug 1999. Initially, A/1-234 AR and B/2-212 IN deployed to Company/Team lanes while C/1-465 AR and A/2-212 IN conducted gunnery training. On 6 Aug 1999, these rotations were completed and the companies conducted maintenance and retraining. On 8 Aug 1999, the units rotated to either gunnery or Company/Team lanes. This rotation concluded on 12 Aug 1999, at which time the Task Force redeployed to the cantonment area to prepare for homeward movement.
Part I; Block 8: The Unit Commander along with the First Sergeant and USR personnel maintains a roster of those soldiers that are Non-DMOSQ and requests training slots through Battalion HQs for these individuals. Whether that MOSQ shortfall is a result of a new recruit or as a result of a MOS transfer, that soldier is identified as a priority for training.

Part II: Block j: The Unit Commander is aware of the damaging effects of crew turbulence on crew qualification. Battle rosters are kept and crews are specifically managed to maintain crew discipline and unity. If there is a reason for a crew member to be removed from the crew, stringent steps are in place to insure that that replacement has sufficient time to train for the annual crew qualification training.

Part III, Block 1: N/A

Part III. Block 2, a,b,c. A "No" was entered in line c "Unit Compatible with AC force". Reason for the "No" check is as a result of the unit not being equipped and trained on the Sincgars family of radios. There is training scheduled for this event.

Part III, Block 2d. The unit is not experiencing any major end items shortages.

Part III, Block 2e. The unit does have key personnel shortages in the following areas:

3 each 12B30
3 each 19K40
2 each 19K20

Part III, Block 2f. The unit is adversely affected by being forced to use equipment that is over-utilized and poorly maintained. This has its greatest effect during Annual Training when training has to be haltered or at best altered as a result of equipment malfunctions both in the maneuver and gunnery arena. While funding is not an issue, time is always a factor insofar as its impact on the ability of the unit to do all of the tasks required in the time allotted.

Block 5.A
During the operation tank crews were created from down vehicles in the UMCP. These crews were then formed into a consolidated platoon for the mission. Rarely were the same crews together even for a single day and the company's reported manpower compared to what was present on the lane left the majority of the company's strength somewhere other than the mission.

Evaluator's Narrative (1of 3)

- **COMMENTS ARE REQUIRED FOR:**
  - **Part I, Block 9 - Cdr's Method for DMOSQ training**
  - **Part II, Block j - Use of Battle Rosters for Crew Turbulence**
  - **Part III, Block 1 - Evaluator Assessment - Comment Required for any "No" entry**

Evaluator's Narrative (2of 3)

- General. Minimum requirement's (Address strengths, weaknesses of the unit and recommendations for improvement, recommendations for next year's training plan)
- Part III, Block 2 a,b,c - Title XI Responsibilities. Comment Required for any "No" entry
- Part III, Block 2d - Major end item shortages. If none, state so in narrative.
- Part III, Block 2e - Key Personnel and MOS shortages. Use both 5 digit MOS code AND duty position, and list number of personnel short by MOS. If none, state so in narrative.
- Part III, Block 2f - Additional Resource Shortfalls. If none, state so in narrative.

Evaluator's Narrative (3 of 3)

- **Part III, Blocks 4-8 - Any "Improve", "N", or "O" entries (At least 1-2 "S" assessments per section)**
- **Part III, Block 9 - Evaluator's assessment of required Pre- and total mobilization days if different than CDR's estimate**
- **Part IV, Block 7 - Comments on ALL METL, supporting, and battle tasks trained on during AT**

General Comments

- **Supporting Task assessments must be listed under each METL task for which the supporting task applies**

- **If METL Tasks are requested for evaluation during AT, all supporting tasks must be evaluated.**

Tam Outprocessing

- **Evaluators TAM copy with**
  - **completed PART III**
    - **(Evaluator assessment, Functional Areas)**
  - **completed Cdr's Post Assessments (col. 5)**
  - **completed Evaluator's Recommendation (col. 7 a, b, or c)**
- **Evaluators Narrative reviewed by Bn Team Chief (Hard and Disk copy)**

COMMANDER'S CHECKLIST

The following commander's narrative comments or attachments are required enclosures to the FC Form 1049-R

. Part II, Blocks 1n and 1o: If the answer to any portion of "n" or "o" are "NO", explain in narrative comments what action has been taken to resolve the problem or what actions are needed which are beyond your ability to influence.

. Part II, Block 1q: If the unit has had a compliance evaluation within the past 12 months, attach a copy of the summary to the TAM as an enclosure.

. Part II, Block 2f: Attach a roster, by name, rank, and reason, for all personnel who have been granted constructive credit.

. Part II, Block 2g: Attach a roster, by name, rank, and reason, for all personnel who have not been granted non-constructive credit.

. Part I, Block a: attach a comprehensive listing of all non-DMOSQ personnel that clearly shows when each was scheduled for training. (Similar to the former STRIPES report)

. Part II Block 1: If a waiver has been granted for individual weapons qualification due to inadequate range facilities a copy of the TAG or RSC waiver will be attached to the TAM.

. Part II, Block 2: If crew qualification is accomplished, gunnery scores will be attached to the TAM.

. Part III, Block 3: Include in the commander's narrative a list of personnel not eligible to take the APFT by name, rank and reason.

. Part III, Block 5d: The commander's narrative will include a list of those pacing items (ERC-P) that have had a service performed

EVALUATOR'S CHECKLIST

The following are mandatory evaluator narrative comments for an external TAM evaluation.

. PART I, BLOCK 9: Discuss the method by which the Commander identifies and provides training for NON-DMOSQ soldiers.

. PART II, BLOCK 2 j: Discuss the use of battle rosters and how they are used to manage crew turbulence.

. PART III, BLOCK 1: If the answer is no to any portion of block, address in your narrative comments.

. PART III, BLOCK 2 a, b, c: If the answer is NO to a, b, or c, explain in your narrative comments.

. PART III, BLOCK 2 d: Identify major end item shortages (ERC-A/ERC-P/substitutes) in your narrative comments.

. PART III, BLOCK 2 e: Identify key personnel shortages by 5 digit MOS and critical position not filled.

. PART III, BLOCK 2 f: Identify any additional resource shortfalls that affect the unit's ability to do its wartime mission (facilities, training areas, funds, range requirements, TADSS, etc). If the shortfall is temporary in nature and is in the process of being rectified, so state, and give an estimated time / date the shortfall will be corrected.

. PART III, BLOCKS 4-8: Address ratings of Improve, M, or O, which were given in these blocks.

. PART III, BLOCK 9 a, b: If you disagree with the Commander's assessment, address in narrative comments.

. PART IV, Address all ratings which were given on METL, and METL supporting tasks.

. GENERAL COMMENTS: Address the strengths and

Summary

- **A TAM is not.**
  - **Solely an AT document**
  - **An Evaluator Task Checklist**
  - **Solely a Unit Responsibility**

- **What a TAM is.**
  - **A Living, Training Document**
  - **A Training Resource for**

OC/T TAM Operations (1 of 2)

- Review hard copy and check computer disk
- Load automated TAM into computer
- TAM OIC TAM review
- Print copy for unit and evaluator
  - Client unit will receive copy from TAM NCOIC
  - Evaluator will receive copy from TAM NCOIC
- After evaluation input data into TAM
  - Cdrs post assessments (Part IV)
  - Evaluators functional area assessments (Part IV)
  - Evaluators narrative (disc copy)

OC/T TAM Operations (2 of 2)

- **Unit Cdr/ Evaluator review TAM for input accuracy**
- **TAM cell will prep TAM for signatures**
- **TAM signed out to Team Chief to obtain signatures**
  - Evaluator, Team Chief, Site Chief Evaluator
- **Original TAM with signatures will be returned to TAM NCOIC**
  - Evaluator will escort Cdr to TAM cell for Unit Cdr signatures (page 2 & Part V)
- **Client unit will sign for original TAM and disk copy from TAM NCOIC with TAM processing completion instructions**

QUESTIONS?